



OHIO

CINCINNATI

Cincinnati Public Schools
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Program Overview

In 1997 and 1998, the Cincinnati Public Schools (CPS) designed a school-based performance award (SBPA) program that offered teachers rewards for their contributions to schoolwide improvements in student performance. CPS piloted the Cincinnati Teacher Evaluation and Compensation System in 10 district schools beginning in fall 1999. The program tied teacher evaluation results to salary increases. In 2002, citing dissatisfaction with the objectivity of the evaluation system and concerns with the perception of fairness and potential loss of salary as a result of evaluations, Cincinnati teachers rejected the proposal to implement the program districtwide.

Since 2002, Cincinnati has experimented further with alternative compensation. CPS piloted the Teacher Advancement Program (TAP) at John P. Parker, South Avondale, and Whittier elementary schools in the 2006–07 school year; Pleasant Hill was added for the 2007-08 school year. Based on the national model, features of the CPS TAP program include the following:

- Multiple career paths with differentiated duties and compensation for teachers who serve as either mentor or master teachers.
- Ongoing job-embedded professional development.
- Instructionally focused accountability through five to six annual teacher evaluations scored using rubrics based on TAP-developed performance standards and rubrics.
- Performance-based pay.

Teachers are eligible to earn bonuses of up to \$2,000 annually. Value-added student performance results are the basis for 50 percent of an award; the remaining 50 percent is based on the teacher's demonstration of knowledge and skills. In October, 2008, district officials handed out the first set of incentive funds, to teachers at John P. Parker; checks in amounts ranging from \$500-\$1000 were disseminated to 33 teachers and 10 paraprofessionals.

Program Information

- [Teacher Advancement Program Information](#)



- [CPS TAP Program Overview](#)

Select Articles and Reports

- PBS (September 4, 2008). [Where We Stand- Teachers. TAP: Teacher Advancement Program](#)
- Delisio, E. (January 28, 2003). [Pay for Performance: What Went Wrong in Cincinnati?](#)
- Kellor, E., & Odden, A. (1999). [Cincinnati: A Case Study of the Design of a School-Based Performance Award Program.](#)

Related CECR Resources

- [Teacher Incentive Fund Grantee Summary Tool](#)
- [Teacher Incentive Fund Grantee Profiles: Ohio Teacher Incentive Fund](#)